

ToT Workshop in Kirkuk: M&E Report

Prepared for:

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1. Introduction

Monitoring & Evaluation of health projects is considered as the corner stone for the improvement of the performance by diagnosing erroneous activities and providing technical advices and support when needed.

Training workshops are considered among the vital requirements for the success of many strengthening health projects. And these workshops themselves require monitoring and evaluation to improve their future implementation by the feed back information gained from the participants.

M & E team has prepared a plan to monitor and evaluate all of the workshops held by the health care delivery team throughout their course including individual workshop and training assessment as well as an overall program activity assessment. These will be done by using the pre-designed M&E tool (evaluation questionnaire).

2. Objectives

The objectives of this M&E report:

- To analyze some of the variables related to the workshop participants like age, gender, profession, administrative position, and place of work.
- To provide the health care delivery team with a feedback report by revising the opinions of the participants about the training, and the benefit they got from the workshop.

3.Approaches:

In order to reach the above mentioned objectives, the monitoring and evaluation team designed a questionnaire form that is universal for all the workshops and submit this form to the health care delivery team. Participants filled these forms at the end of their workshop, data was processed using the EPI6 and Excel computer programs.

4. Results

The workshop was held in Kirkuk for 10 days . The total number of participants was 17. The mean age of the participants was 38.41 years \pm 4.54 SD, with a range between 32 – 48 years and a median of 37 years.

The sex distribution of the participants is displayed in table 1, where it shows that the participants were (58.8 %) males and (41.2 %) females.

Table 2 shows that all of the participants were from Kirkuk where the workshop was held.

Table 3 shows participants' professions where (58.8%) of the participants were working just as medical doctors, (23.5%) were community medicine specialists, and (17.6%) were of other medical specialties (Obs.&Gyn. , Paediatric....) . But all of the participants were doctors.

Table 4 shows that most of the participants has no administrative positions (41.2%), (29.4%) were MOH officers, one of the participants (5.9%) was governorate director general, one (5.9%) was health clinic manager, one (5.9%) was hospital manager, and (11.8%) were of other positions.

Table 5 is a comprehensive table showing the opinions of the participants about different aspects of the workshop. More than half (52.9%) of the participants considered the length of the workshop is short, (41.2%) of them found it just about right, and one of them (5.9%) considered it long (Fig.1) . Most of the participants (70.6%) found the workshop are very useful and (29.4 %) of them found it just useful. (see figure 2 for detail).

Interestingly, no participant felt there was no improvement in their knowledge and skills. More than half of them (64.7%) reported a minor improvement, while the other (35.3%) of them felt that they had major improvement in knowledge and skills(see figure 3 for detail).

All of the participants reported positive impacts of the workshops on their work, with (94.1% just positive impact, 5.9% very positive impact, see figure 4 for detail).

All the participants were willing to participate in additional workshops in the future (47.1% very willing and 52.9% willing to participate; see Figure 5 for detail).

All of the participants were satisfied about trainers (35.3% just satisfied and 64.7% very satisfied; see figure 6 for detail).

Participants' overall satisfaction about the workshop was distributed as (47.1%) very satisfied and (52.9%) just satisfied.

Participants' Recommendations:

The participant's recommendations are shown in table 6.

Table 1. Sex distribution of the participants

Sex	Frequency	%
Male	10	58.8
Female	7	41.2
Total	22	100

Table 2. Distribution of participants by governorates

Governorates	No. of Attendants	%
Kirkuk / Kirkuk	17	100

Table 3. Distribution of the participants by professions

Profession	Frequency	%
Medical Doctor	10	58.8
Community Medicine Specialist	4	23.5
Others	3	17.6

Table 4. Distribution of the participants by administrative positions

Position	Frequency	%
Gov. Director General	1	5.9
Health clinic manager	1	5.9
Hospital manager	1	5.9
MOH officer	5	29.4
Others	2	11.8
No position	7	41.2
Total	17	100

Table 5. Distribution of participants by opinions about the workshop

Opinion about:	No.	%
1-Workshop length		
Too short	0	0
Short	9	52.9
Just about right	7	41.2
long	1	5.9
Too long	0	0
Total	17	100
2-Workshop usefulness		
Very useful	12	70.6
Useful	5	29.4
Unuseful	0	0
Total	17	100
3-The improvement of their skills and knowledge		
Major	6	35.3
Minor	11	64.7
No Improvement	0	0
Total	17	100
4-Workshop impact on the participants work		
Very positive	1	5.9
Positive	16	94.1
No impact	0	0
Total	17	100
5-Participants' willing for additional participation		
Very willing	8	47.1
Willing	9	52.9
Unwilling	0	0
Very unwilling	0	0
Total	17	100
6- Participants' satisfaction about the trainers		
Very satisfied	11	64.7
Satisfied	6	35.3
Unsatisfied	0	0
Very unsatisfied	0	0
Total	17	100
7- Overall satisfaction about the workshop		
Very satisfied	8	47.1
Satisfied	9	52.9
Unsatisfied	0	0
Very unsatisfied	0	0
Total	17	100

Table 6 Participants' Recommendations

Recommendations	No.
1- More attention to practical sessions (e.g. Computers)	2 recommendations
2- Increase the length of the workshop.	5 recommendations
3- More attention to skin diseases, eye diseases, sexually transmitted diseases, and other endemic and communicable diseases.	7 recommendations
4- Need for audio visual aids during teaching process	5 recommendation
5- Need for more financial support for the participants	4 recommendations
6- Increase the No. of participants	4 recommendations

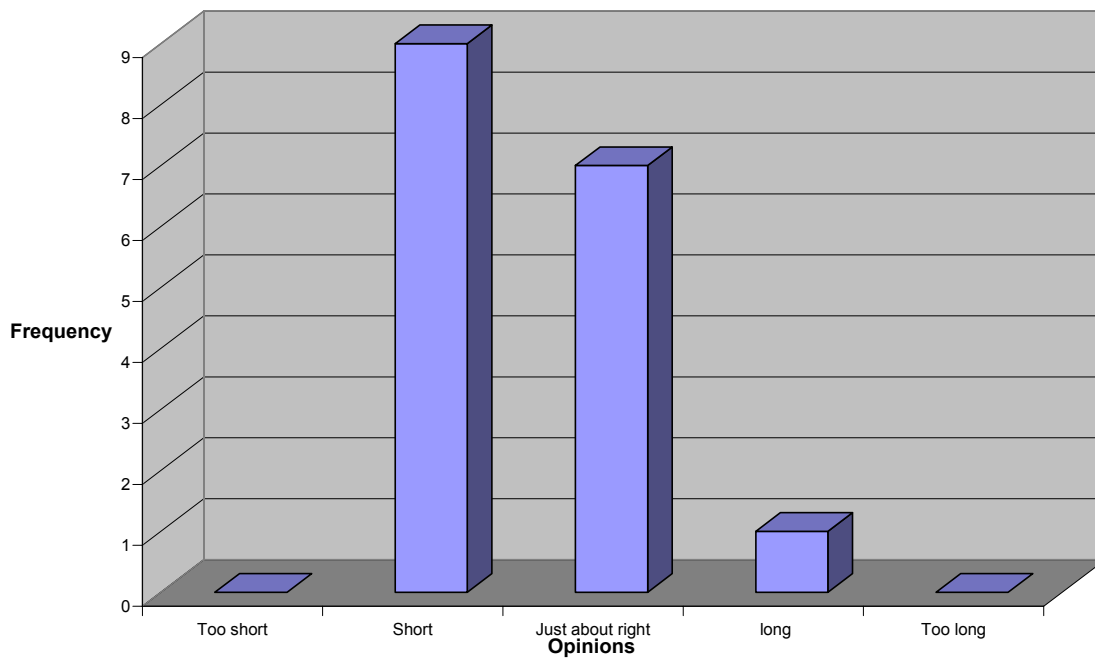


Figure 1 Distribution of participants by their opinions about workshop length

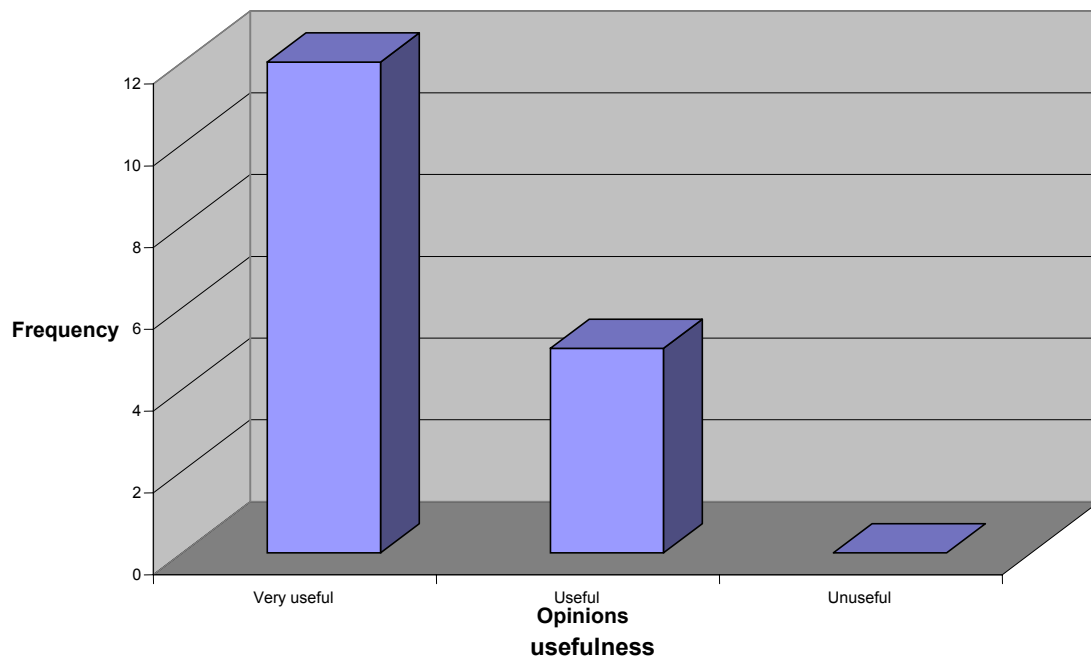


Figure 2 Distribution of participants by their opinions about workshop

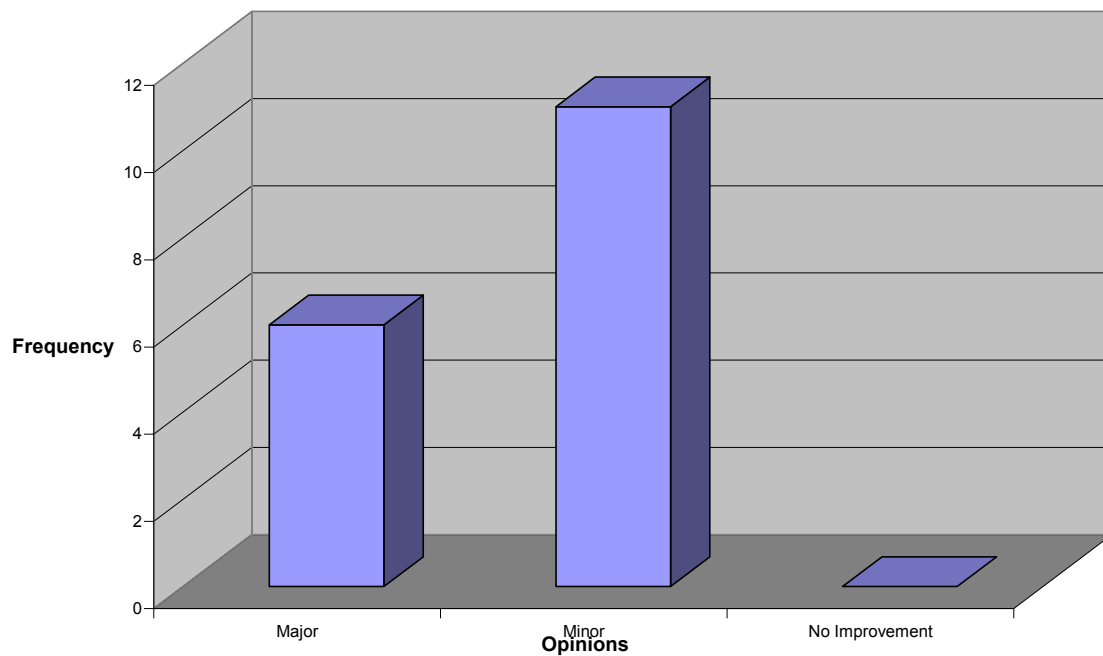


Figure 3 Distribution of participants by their opinions about skills & Knowledge improvement

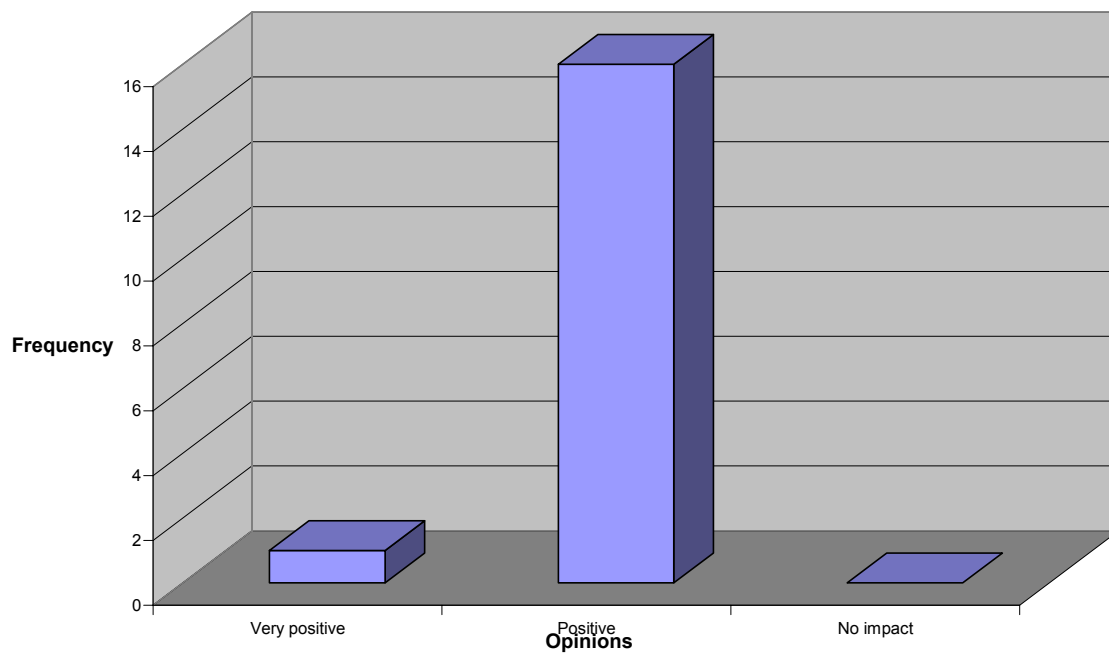


Figure 4 Distribution of participants by their opinions about work impact

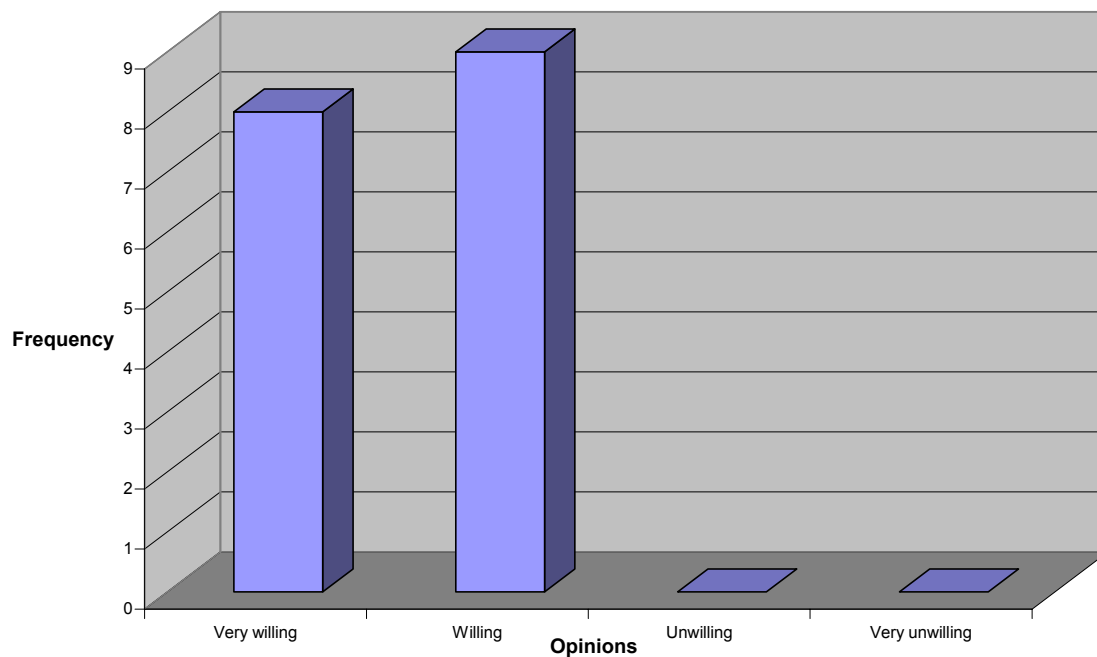


Figure 5 Distribution of participants by their opinions of willingness of additional participation

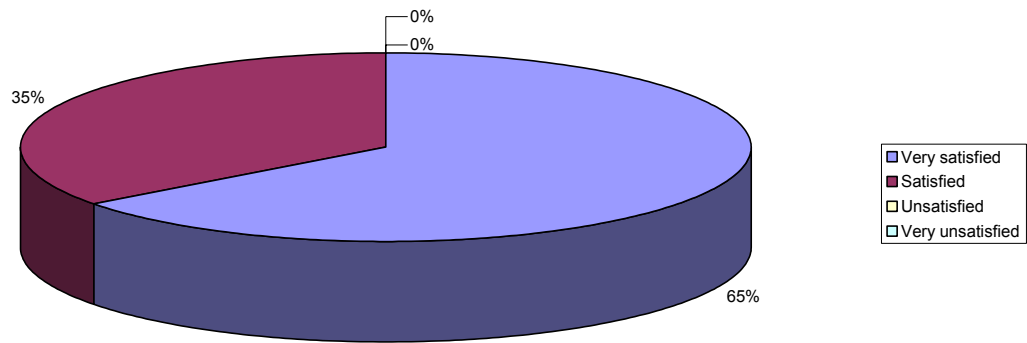


Figure 6 Distribution of participants by their opinions of satisfaction about the trainers

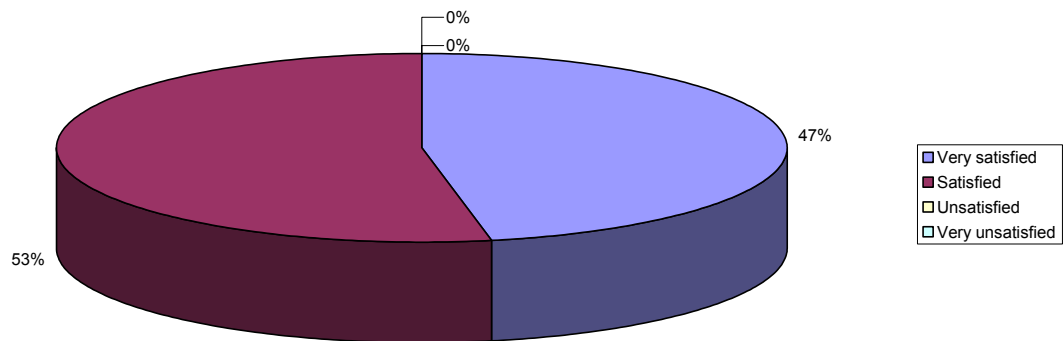


Figure 7 Distribution of participants by their opinions of overall workshop satisfaction

5. Conclusions

- Good percentage (41.2%) of females doctors were found in this workshop, although there were higher percentages of female participation in other governorates trainings.
- All of the participants were doctors , most of them were eager to learn more about skin diseases and other endemic communicable diseases. There were some opinions about supporting the participants financially during the training, and if this will be applied it will make them more eager to actively participating in future similar workshops.
- Almost all participants reported satisfaction with the workshop, in terms of trainers' capacity and overall workshop quality which means that the workshop team succeeded to use the right teaching ways to train the attendants..
- All of the participants reported that they were willing to participate in additional workshops this indicates that they got experience and benefit as it appeared in their opinions about the workshop impact and usefulness. The workshop team succeeded to achieve their objective and also to attract the attendants for further workshops.